



Flag Summit

9-10 May 01



METOC Professional Career Path

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PERS-449 / N1310**



OBJECTIVES

- Clearly define a “successful” career path(s).
- Define “success” from a Navy perspective.
 - * Mission fulfillment through community-wide mastery of core competencies augmented by subsets of specialists (e.g. AP, GI&S, Research).
- Define “success” from an Individual perspective.
 - * Achievement of Esteem and Self-actualization through excellent Quality of Life & Service combined with merit-based promotion.



Define Competency Requirements

- **Warfare**
- **Meteorology**
- **Oceanography**
- **Acoustics**
- **Hydrography**
- **Space Systems**
- **Geospatial Information & Services**
- **Acquisition**
- **Naval Research**
- **Information Systems**
- **PPBS and Business**

**Are we competent
in all of these?**

Some of them?

**What are our
priorities?**

**The answers shape
our career paths!**

METOC Officer (1000) Career Development

RADM



Co

Major Staff

CAPT



Major Shore Command and Staff

CDR

Sea Duty



CDR Command, Command Equivalent, Numbered Fleets,

Leadership

Head
NRL

• Education: NDUL, NWC

LCDR



Ec

Post Graduate Education

MCS,

LT
LTJG
ENS



Experience

• Afloat: MET, FST

Oceanography Community (1800)

Significant Promotion Milestones to Commander

- **Postgraduate Education**
- **Competitive Sea Tour**
- **Demonstrated Leadership at all Levels**
- **Sustained Superior Performance In Tough Jobs**

“BEST FULLY QUALIFIED”

From FY02 O-5 Selection Board Brief

Oceanography Community (1800)

Significant Promotion Milestones to Captain

- **Commander Command Screened**
- **Command or Command Equivalent Tour at O-5**
- **Demonstrated Leadership At All Levels**
- **Outstanding O-4 / O-5 Sea Tours**
- **Major Staff Tour (O-4 / O-5)**
- **Sustained Superior Performance In Tough jobs**

From FY02 O-6 Selection Board Brief



Background

- **Creation of a “METOC Core Competent” Officer consumes 8-10 years.**

- **Ocean Option or Lat Transfer process (2-4 years)**
- **METOC/GI&S “experience tour” (2-3 years)**
- **NPS (2.5 years)**

- **Distribution Challenge Bounds the Problem**



- **O3 and O4 inventory shortages reduce assignment flexibility to support “specialist” tracks.**
- **Distribution challenge warps the “Detailer Triangle” and shortens the length of the “Individual**



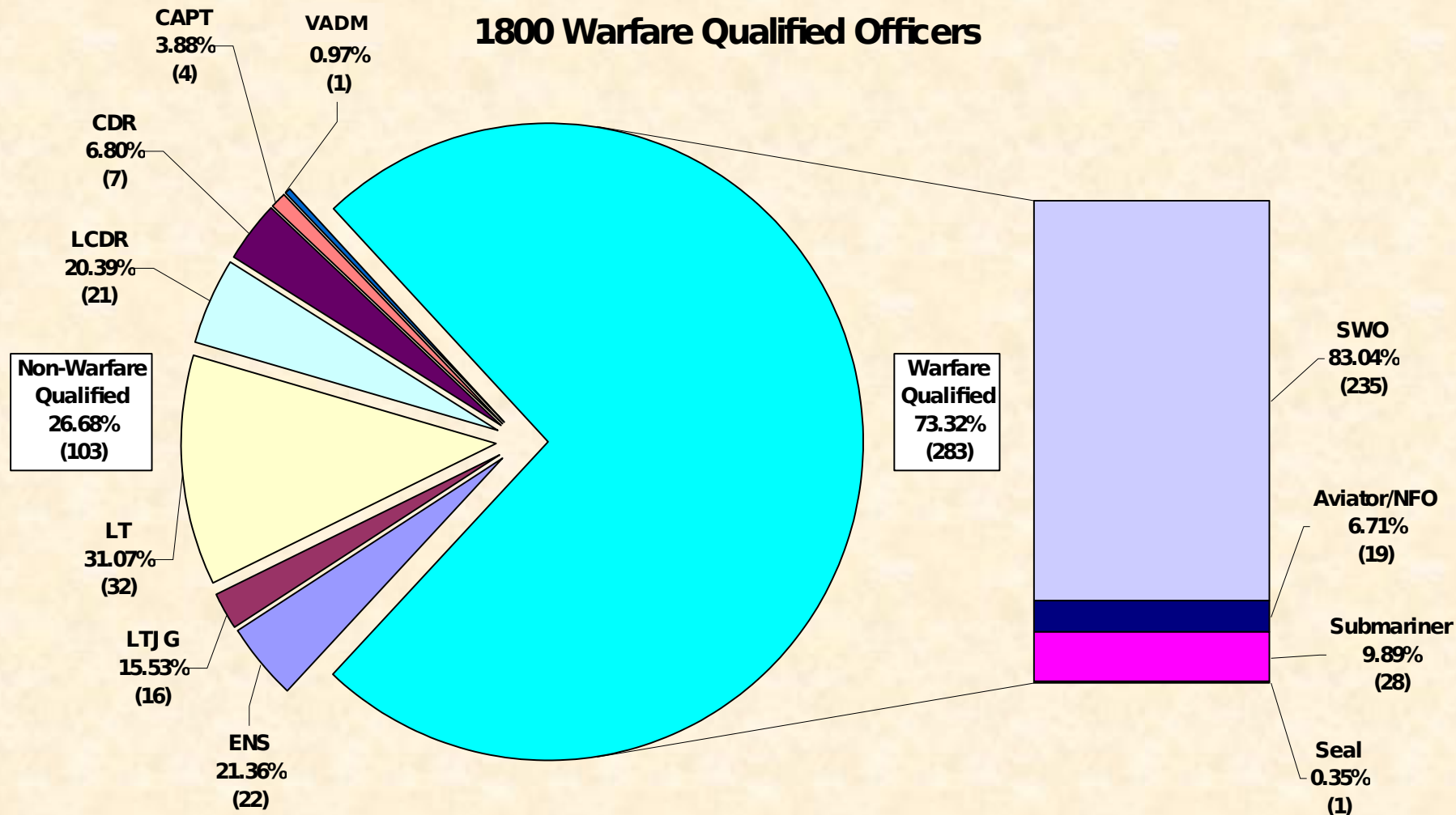
Background (cont.)

- **Building a “METOC Core Competent” Officer**
involves large opportunity cost (9 years)
- **Warfare Qualification period and NPS are LARGE investments that represent huge opportunity costs.**
- **We should closely analyze the Return on Investment (ROI) !!!**



1800 Warfare Qualification

1800 Warfare Qualified Officers



Projected to 30 Sep 01



1800 Accession

Plan

<u>SOURCE</u>	<u>FY00</u>	<u>FY01</u> [#]	<u>IDEAL</u>	
USNA	4/1	2/0	2	
NROTC	/ECP	1/2	2/1	2
OCS	6/4	10/9	6	
Lateral Xfer*	12/7	12/1	8	
Ocean Option*	13/6	11/3	12	
Attrites	<u>0/6</u>	<u>8/5</u>	<u>2</u>	
TOTALS	36/26	45/19	32	

End-Strength

Shell-games

Totals to date

* Warfare Qualified Officers



Warfare Qualification Alternatives

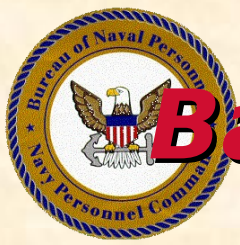
● Increase direct accessions in Accessions Plan?

- Reduce the proportion of Warfare Qualified METOC Officers to Non-Warfare Qualified. e.g. reduce to 50:50 (currently 73:27).**
- Simply changing the accessions formula to a mix of 30% Warfare Qual'd accessions and 70% direct accessions would buy the community 30 extra man-years per year of accessions.
(10 officers who each save 3 years).**



Opportunity Cost of Education

- **Education exacts a very high opportunity-cost for our community. Nearly 3 years is expended at NPS (and another 3 months at BOAT).**
- **Can we afford total METOC officer throughput through a 27 month NPS curriculum in the future?**
- **Do we get commensurate ROI from our NPS man-year investment? Are we getting sufficient from our PhD program?**



Back of the envelope calculation

- **Assume 27 month NPS Education.**



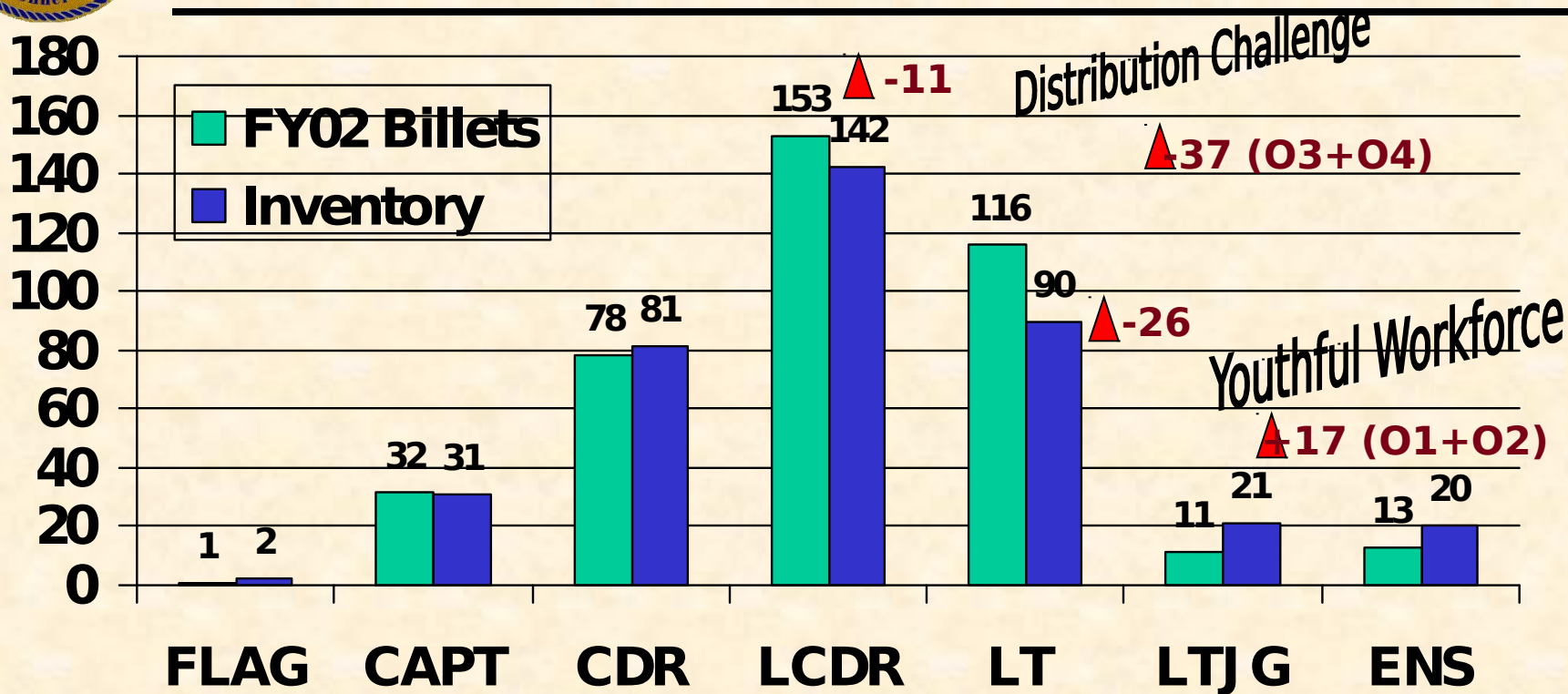
**Roughly 9 students matriculate
two times per year.**

**Opportunity Cost: 9 man-years per
NPS student
class!**

**50 METOC students attending NPS at
any given year yields 50 man-years
opportunity
cost per calendar year. 12.5% of our
community manpower is locked up in
education.**



"Post LDO Billet Conversion" ***1800 Community Profile***



FY02 Billets: 404
FY01 Inventory: 387
(projected to 30 Sep 01)

These controls will drop to approx. 404

End Strength Controls:
(including Flags)

385

FY01
412

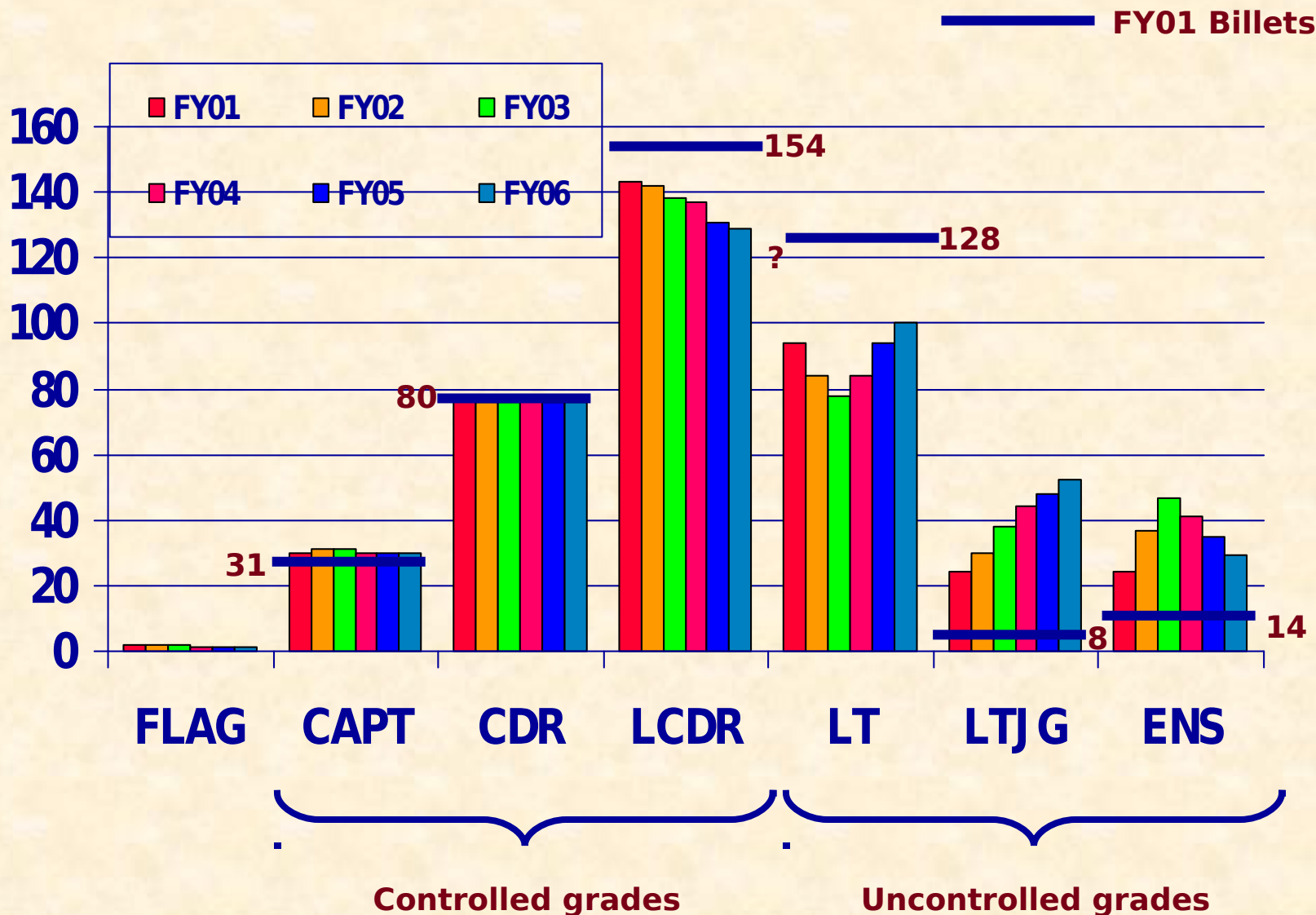
FY02
415

FY03
412

FY04



1800 Inventory Projections



**Does our billet distribution
contribute or detract from our vision
of a "successful" career path?
Can we control change?**



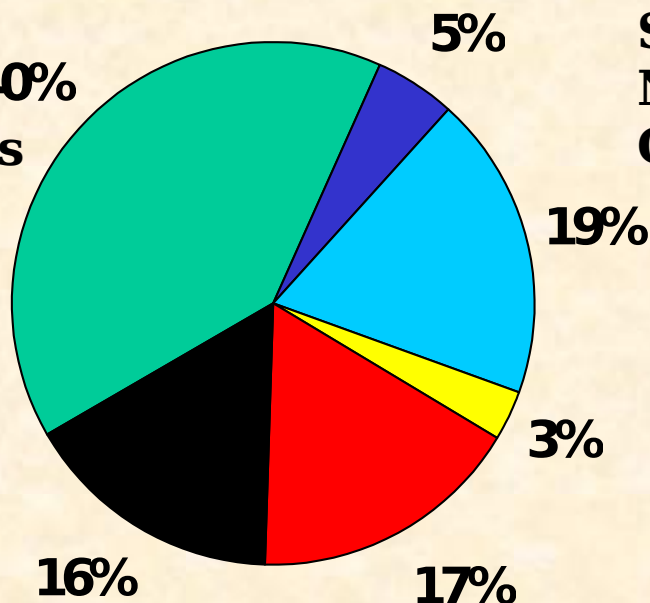
METOC Billet Distribution (1800 & 6460)

DIRECT FLEET SUPPORT

METOC Centers
METOC Facilities 40%
METOC Detachments

AFLOAT

CARGRU
CRUDESGRU
CV/CVN/LHD/LHA/MCS
MOB ENV TM (MET)
FLTSURVEY TEAMS



R&D and SYSCOMS

ONR, NRL, NRO,
SPAWARSYSCOM,
NAVSEA, NAVAIR,
OPTEVFOR

MAJOR STAFF/JOINT

OSD, JCS, SECNAV,
OPNAV, Unified
CINC, Fleet CINC,
GNMAOC

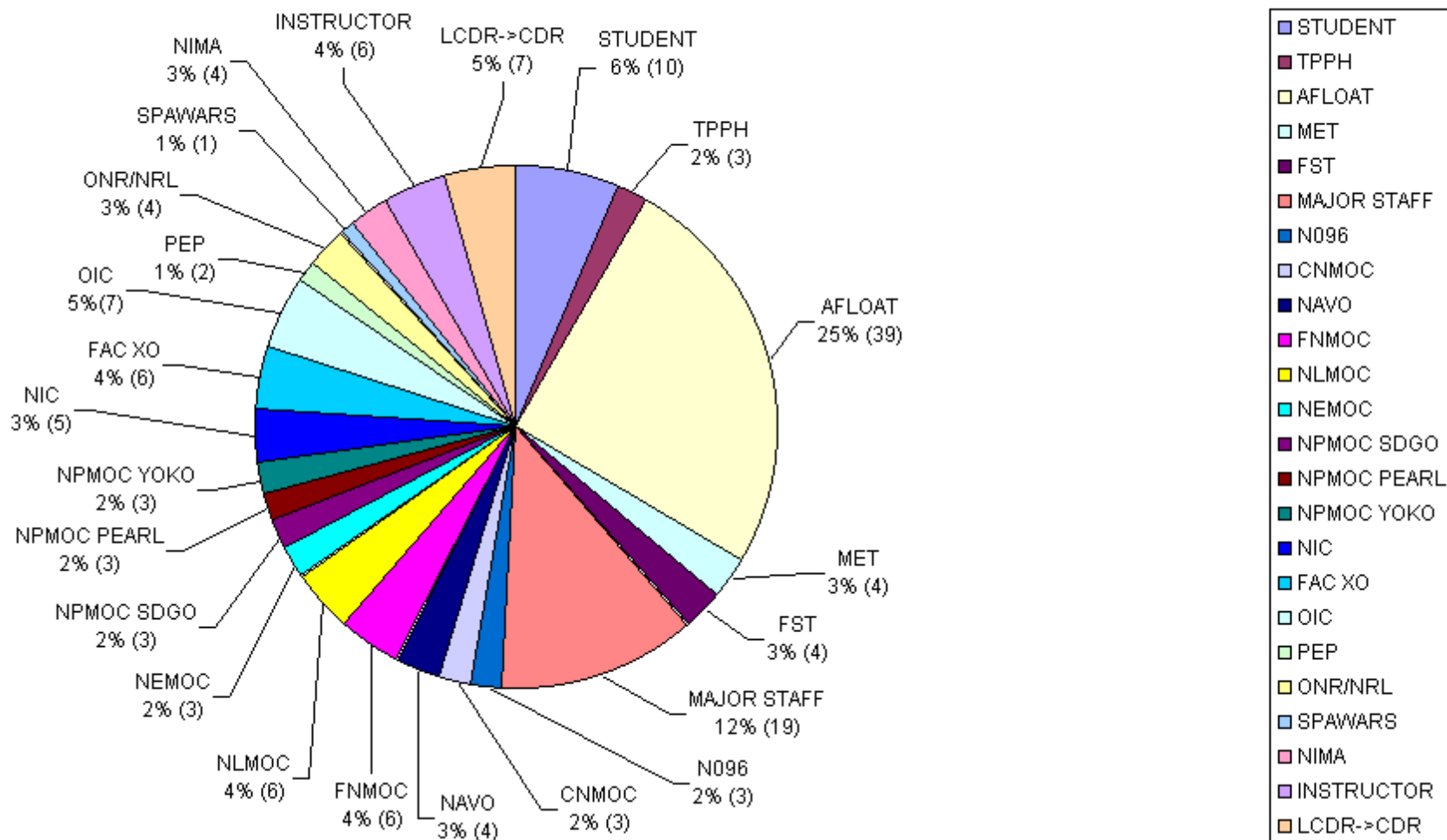
EDUCATION AND TRAINING

Students: NPS (M.S. and Ph.D.
Programs)
Instructors: NPS, NAVACAD,
TTGL, JMTAC, FLEASWTRACEN

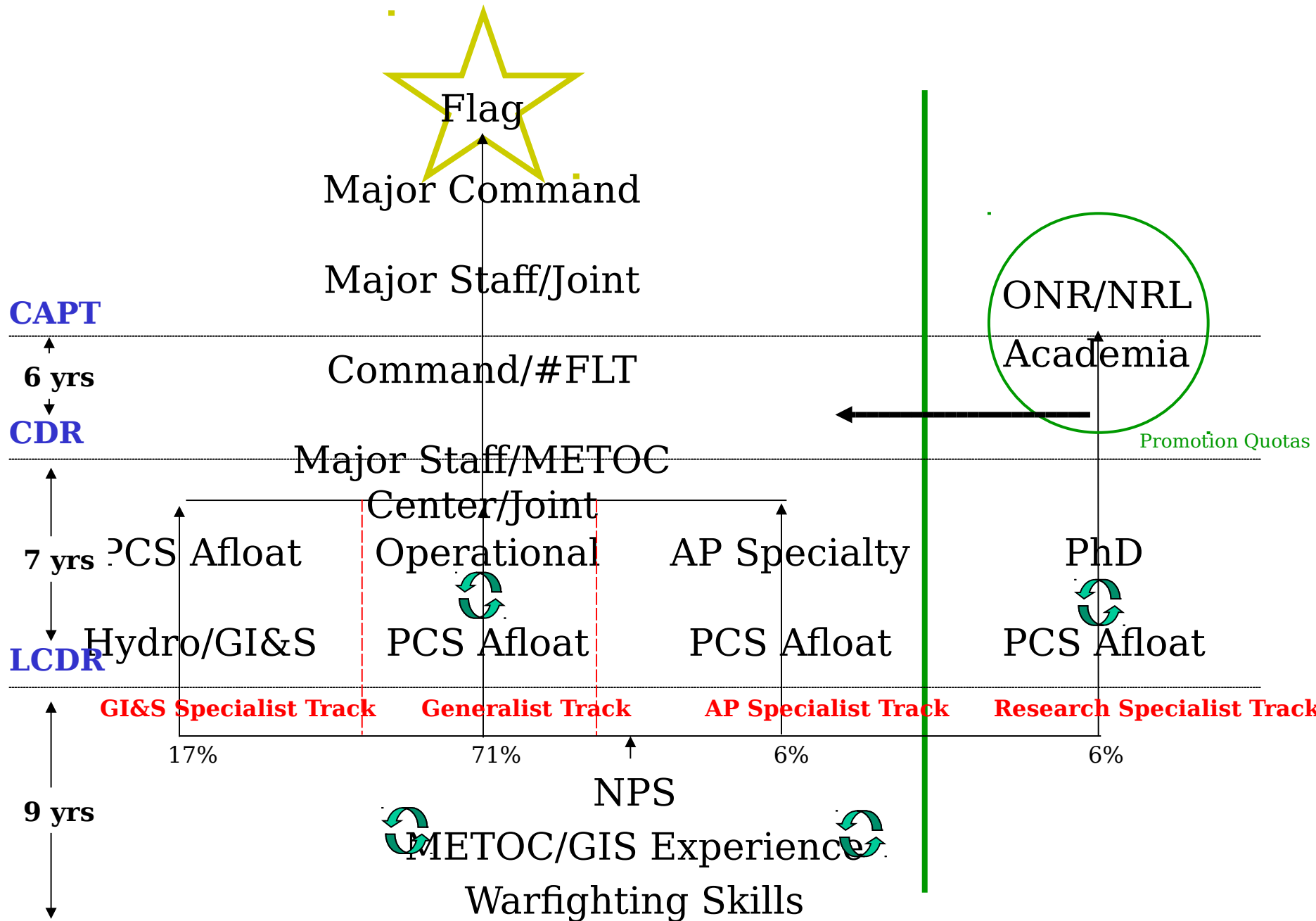


1800 LCDR Distribution

LCDR BILLET DISTRIBUTION



Proposed METOC Career Path Model





Summary

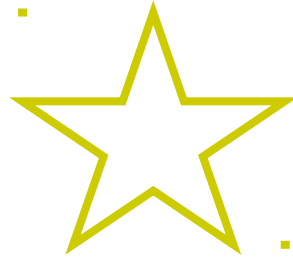
- Recommend Hybrid Career structure. Core “Generalist” path with 3 “Specialist” tracks (AP, GI&S, and Research)
- Distribution Challenges put serious limitations on subdividing into specialty career tracks.
- Recommend careful exploration of Warfare Qualification and Post-Grad Paradigms.



The End



Proposed METOC Career Path Model



Major Command

CAPT

Major Staff/Joint Milestones Board (Screen and SI

6 yrs

OIC Afloat, #’d Fleet, SMO Ashore, Center XO

CDR

Major Staff/Center/Joint Milestones Board (Screen and SI

CAT A

6 yrs

Leadership Tour (AOIC afloat, MET DH, PhD, OIC ashore, Center DH)



LCDR

PCS Afloat

Leadership Tour (Center/Facility/MET/Hydro)

10 yr 7 yrs

**6402P/MET cert
Center/MET tour
Warfighting Skills**

**6402P/MET cert
CAT B Hydro tour
Warfighting Skills**

← **LAT Transfers**
← **Ocean Options**

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